

[Letterhead Weidmann Infra AG]

Mr.
Josef Ott
Sonnenrainstrasse 10
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Rules for the Members of the Management / Rules for a signatory powers

Rapperswil, June 18, 2001/UST

Dear Mr. Ott

You were informed on June 12, 2001 on our management meeting that you would receive the enclosed rules for the members of the management.

These rules apply in addition to your work contract. They replace all prior rules in this respect and will be in force starting July 1, 2001. In the course of the new management rules we inform you, that you will be a member of the management level two starting July 1, 2001. In order to show your consent to be a member of the management and management level please sign the enclosed copy no later than July 16, 2001 and return it to our human resource manager.

You will also find the rules regarding signatory powers which will be in force as per July 1, 2001.

In the name of the managing board we thank you for your valuable contribution and your big engagement and hope also in the future for a successful cooperation.

Sincerely yours

WICOR Holding AG

/s/ F. Tschudi /s/ Dr. A. Lüthi
F. Tschudi Dr. A. Lüthi

Weidmann Plastics Technology AG

/s/ P. Tschanz /s/ D. A. Lüthi
P. Tschanz Dr. A. Lüthi

Weidmann Systems International AG

/s/ Dr. D. Tschudi /s/ Dr. A. Lüthi
Dr. D. Tschudi Dr. A. Lüthi

Weidmann Infra AG

/s/ Dr. A. Lüthi /s/ H. Peter
Dr. A. Lüthi H. Peter

Weidmann Transformerboard Systems AG

/s/ G. Heldmaier /s/ Dr. A. Lüthi
G. Heldmaier Dr. A. Lüthi

ETEA Management Services AG

/s/ V. Dahinden /s/ D. A. Lüthi
V. Dahinden D. A. Lüthi

Enclosures: - rules for the members of the management
- rules regarding signatory powers

I hereby accept the rules for the member of the management:

Date: 16.7.01 /s/ J. Ott

[Details Weidmann Infra AG]